



Waukesha County

Department of Administration

Letter of Understanding

Waukesha County and the Wisconsin Professional Police Association (WPPA) agree that it is of mutual interest to recruit and hire experienced law enforcement officers whenever possible. Establishing a policy which permits the department to provide an acceleration of the sick leave and vacation benefits for newly-hired, certified, and experienced law enforcement officers will further this goal.

Vacation

A newly-hired Deputy with at least three (3) years of full-time experience as a certified law enforcement officer, in the 48-months prior to hire, shall be granted up to ten (10) days of vacation during their first year of employment. Vacation will be prorated based on the Deputy's start date. Starting in the second calendar year of employment and thereafter, the Deputy will be placed in the vacation schedule and accrue vacation based on the number of consecutive years of employment prior to the date of employment with the County. The prior employment must be as a full-time certified law enforcement officer.

Use of Vacation

A Deputy hired under the accelerated vacation benefit is allowed to use vacation time immediately upon the start of employment, provided there is vacation roster availability or the Deputy is on road training.

Sick Leave

A newly-hired Deputy with at least three (3) years of full-time experience as a certified law enforcement officer, in the 48-months prior to hire, shall be granted forty (40) hours of sick leave upon hire. Thereafter, additional sick leave is earned in accordance with the provisions of the collective bargaining agreement.

Use of Sick Leave

A Deputy hired under the accelerated sick leave benefit is allowed to use sick leave immediately upon the start of employment. The use of sick leave is in accordance with the Department's attendance policy and the collective bargaining agreement.

Treatment of Benefits During 6-Month Probationary Period

A Deputy who receives an accelerated vacation benefit and terminates employment prior to completing six (6) months of employment is not eligible for a vacation payout.

Vacation Selection and Shift Assignments

For vacation selection and shift assignment purposes, seniority date is based on the Deputy's hire date with the Waukesha County Sheriff's Department.